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Faculty Salaries for 2018-19

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Senate Executive Committee Request for Information

Faculty Salaries for 2018-19

Submitted by: Robert Costomiris

8/7/2018

Question(s):

- 1) Why is the merit increase in faculty pay being delayed?
- 2) If faculty signs the distributed contracts for the 2018-19 academic year is faculty agreeing to be paid for this time period without the merit increase that was promised?
- 3) What confidence should faculty have that it will actually get a merit increase in January?
- 4) If faculty is to get a merit increase in January, will faculty be getting new contracts at that time?
- 5) Is anyone in administration or staff getting a merit increase this Fall?
- 6) If yes to question 5, what is the amount (in percent) of those merit increases and to whom are they going?
- 7) Does 2% mean 2% of our base salary given out from Jan. 1 until June 30th, or does it mean 2% of the full base salary given out in the fiscal year?

Rationale:

Georgia Southern faculty is underpaid. For six years following the 2008 recession there were no raises in salary. Raises after that time have been small, at best. The result is extremely low salaries, salary compression, salary inversion, and low faculty morale due to chronic salary shortfalls. The promise of 2% this year, while inadequate and below the rate of inflation, was at least some way to not fall further behind. Taking away this prospect exacerbates an already bad situation.

Response:

Forwarded to Vice President for Academic Affairs.

1) Why is the merit increase in faculty pay being delayed?

Each year, the University System of Georgia establishes salary and wage administration guidelines which outline how annual employee merit-based pay adjustments will be administered and awarded. Those guidelines established January 1, 2019 as the effective date for all merit increases.

2) If faculty signs the distributed contracts for the 2018-19 academic year is faculty agreeing to be paid for this time period without the merit increase that was promised?

Any adjustments to a faculty member's contract due to a merit increase will be implemented January 1, 2019. Notification will be via a merit notification letter not a new contract.

3) What confidence should faculty have that it will actually get a merit increase in January?

Merit increases are based on performance over the review period and as such each academic unit will review performance and distribute merit funds based on the amount of money available and the overall distribution of meritorious faculty.

4) If faculty is to get a merit increase in January, will faculty be getting new contracts at that time?

See above

5) Is anyone in administration or staff getting a merit increase this Fall?

Staff will receive merit raises January 1, 2019. President's Cabinet and Deans will not be eligible for a merit increase in this cycle. Additionally, employees hired or promoted into a new job on or after January 1, 2018 will not be eligible for this merit cycle.

6) If yes to question 5, what is the amount (in percent) of those merit increases and to whom are they going?

Merit percentages will be the same for both faculty and eligible staff.

7) Does 2% mean 2% of our base salary given out from Jan. 1 until June 30th, or does it mean 2% of the full base salary given out in the fiscal year?

2% of total base salary for half of the fiscal year January 1, 2019 through June 30, 2019.

Minutes: 9/5/2018:

A. RFI on Merit Increase

Carl Reiber, Provost, offered two clarifications: limited term faculty will not be eligible, and, if in process of tenure and promotion, faculty will be eligible. Jim Harris (CEC) asked if merit increases were equivalent to raises, or if they were a one-time thing. The Provost responded that yes, "merit was added to base so would be a raise."